

# Unconscious Bias



The research on unconscious bias shows that it comes in many forms. Our biases might be about height or name, or they might be about disability, gender, religion, race, appearance, accent, or skin tone. The possibilities are endless and are as unique as each individual.

It's not a question of whether or not each of us has unconscious bias - all humans do. The questions really are, "Which biases do I have?" and "How might they impact myself, others, and our organization?" When you can identify your own conscious and unconscious preferences, you are in a better position to manage your biases.

The activities below can help you better understand your bias and how they come to life.

## Take one of the Implicit Association Tests



## Reflect

The **Implicit Association Test (IAT)** measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an **implicit** attitude that you did not know about.

<https://implicit.harvard.edu/implicit/takeatest.html>

[HBR - How American Biases Are Changing \(or not\) Over Time](#)

- If this was your first time taking an IAT test, what did you think?
- What were your results from the IAT? Were your results different than what you expected? What did you find interesting about your results?
- How do you think implicit associations can impact our decisions in the workplace?
- What, if anything, did you find interesting about the HBR article? Were you surprised at the changes over time?